

## **Bakersfield Public File Report**

1. The following is a list of all full-time vacancies filled by Charter Communications, Bakersfield Location, from May 18, 2016 to August 31, 2016, identified by job title:

### **Positions Filled**

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Customer Care Professional	7 Filled Positions
Material Handler	1 Filled Position
Multicultural Communications Manager	1 Filled Position
Quality Assurance Technician	1 Filled Position
Total	10 Filled Positions

2. a) The following is a list of recruitment sources used to fill each vacancy identified in number 1 above:

Local Internal Job Postings

Local Website – [www.jobs.brighthouse.com](http://www.jobs.brighthouse.com)

Internal Applicants

College Central at Bakersfield College – [www.collegecentral.com/bakersfieldcollege](http://www.collegecentral.com/bakersfieldcollege)

Placement Center at Cal State University, Bakersfield - [www.csub.edu/cece](http://www.csub.edu/cece)

Participation in Job Fairs

America's Job Center of California (One-Stop)

1600 E Belle Terrace

Bakersfield, CA 93307

(661) 635-2600

[www.americasjobcenter.ca.gov](http://www.americasjobcenter.ca.gov)

Employment Development Department

North of the River Veterans Center

400 West Norris Road

Bakersfield, CA 93308

Career Builder – [www.careerbuilder.com](http://www.careerbuilder.com)

Glass Door – [www.glassdoor.com](http://www.glassdoor.com)

Indeed – [www.indeed.com](http://www.indeed.com)

Monster – [www.monster.com](http://www.monster.com)

Simply Hired – [www.simplyhired.com](http://www.simplyhired.com)

LinkedIn – [www.linkedin.com](http://www.linkedin.com)

Smashfly – [www.smashfly.com](http://www.smashfly.com)

**b) The following is a list of the recruitment sources, if any, who requested notification of vacancies:**

America's Job Center of California  
1600 E. Belle Terrace  
Bakersfield, CA 93307  
Contact: Joshua Connor (661) 635-2620

America's Job Center is a "one-stop" job resource as defined by the Workforce Investment Board for Kern, Mono, and Inyo Counties. Job training is offered through Federal JTPA funding as well as through funds secured from state, county and grant initiatives. Through contracts with various government and non-profit agencies, they provide job search assistance and job leads to various agencies such as: Bakersfield Adult School, Bakersfield College, Community Connections for Child Care, Department of Human Service, Department of Rehabilitation, Employment Development Department, Employer's Training Resource, Kern High School District, Mexican American Opportunity Foundation, Goodwill Industries, Taft College, On Track Employment Service, and Veteran's Employment Committee, as an additional incentive to employer, some candidates are eligible for tax credits and/or partial reimbursement of earnings during training.

**3. The following is a list of recruitment sources that referred any employees that were hired since May 18, 2016 to August 31, 2016.**

Employee Referrals

Bright House Networks Career Website

Internal Applicants

Indeed.com

**4. a) The total number of persons that were interviewed for full-time vacancies since May 18, 2016: 27**

**b) Of those persons interviewed, the following is each recruitment source utilized in connection with the vacancies that existed since May 18, 2016:**

Employee Referrals

Bright House Networks Career Website

Internal Job Postings

Indeed.com

**5. The following are the longer-term requirement initiatives engaged by our Division:**

The Bakersfield Human Resources Department has participated in community job fairs sponsored by universities, schools, other training centers and community organizations. These were attended by the Senior HR Generalist.

The Bakersfield Human Resources Department Senior HR Generalist attended the Career Day sponsored by Bakersfield College.

We have an intern agreement with the Emma L Bowen Foundation, for graduating high school minority students work experience and mentoring. This is a four year commitment to the selected student.

We have an in-house training program open to all technical staff that allows them to acquire additional skills to qualify for promotions to higher-level positions.

We offer a generous educational reimbursement program for employees seeking college level undergraduate and graduate level course work. The plan will reimburse eligible employees 100% for expenses for job-related and career advancement courses. In addition, the Company provides NCTI (National Cable Telecommunications Institute) course which are specifically cable related, under this plan and could be covered/reimbursed at 100%.

We continued to focus our attention on our Career Progression Program with our Service Technician, Maintenance Technicians, allowing them to progress through entry level technical training, self-promotional opportunities from Install Technician to Service Tech I, Service Tech II, Service Tech III and Service Tech IV.

## EXHIBIT A

### COMMUNITY INFORMATION – System Communities Comprising Local Employment Unit

ID#	Community Name	Location	Type
CA0296	Arvin	Kern County	Incorporated City
CA0143	Bakersfield	Kern County	Incorporated City
CA0144	Delano	Kern County	Incorporated City
CA0145	McFarland	Kern County	Incorporated City
CA0146	Shafter	Kern County	Incorporated City
CA0147	Wasco	Kern County	Incorporated City
CA0297	Lamont	Kern County	Incorporated City
CA0298	Tehachapi	Kern County	Incorporated City
CA0509	Kern	Kern County	Unincorporated County Area
CA0501	Taft	Kern County	Unincorporated City
CA0551	Maricopa	Kern County	Unincorporated City
CA1131	Buttonwillow	Kern County	Unincorporated County Area
CA0127	Avenal	Kings County	Unincorporated County Area